

Appendix 2: General Classification Group Regional Data by Class

Southern Region

Account Clerk

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
<i>Department of Personnel Administration</i>	<i>Account Clerk II</i>	\$2,364	\$2,876					\$879	\$90	\$9			\$220	\$4,074
City of Anaheim	Accounting Specialist	\$2,870	\$3,664			\$256		\$954	\$56				\$53	\$4,984
City of Long Beach	Accounting Clerk III	\$2,502	\$3,418			\$205		\$796					\$261	\$4,681
City of Los Angeles	Account Clerk II	\$3,595	\$4,467					\$857	\$48				\$65	\$5,437
City of Pasadena	Staff Assistant III	\$2,874	\$3,863			\$131		\$973	\$104				\$56	\$5,127
City of San Diego	Account Clerk	\$2,633	\$3,171		\$95	\$44	\$506						\$46	\$3,863
County of Los Angeles	Account Clerk II	\$2,339	\$3,058		\$122		\$946		\$53				\$44	\$4,224
County of Orange	Accounting Assistant II	\$2,591	\$3,253					\$667	\$52				\$47	\$4,019
County of Riverside	Accounting Assistant II	\$2,351	\$3,062			\$245	\$713						\$234	\$4,254
County of San Bernardino	Accounting Technician	\$2,929	\$3,742			\$262	\$190	\$137	\$9				\$54	\$4,394
County of San Diego	Account Clerk	\$2,284	\$2,776			\$194	\$611						\$40	\$3,622
County of Ventura	Fiscal Assistant II	\$1,996	\$2,790		\$42	\$112	\$537						\$213	\$3,694
Federal Government	Fiscal Accounts Clerk	\$2,728	\$3,546		\$177			\$697					\$264	\$4,684

Base Salary Median		\$3,336
Base Salary Mean		\$3,401
Percentage Above or Below Median		-15.98%
Percentage Above or Below Mean		-18.25%

Total Compensation Median	\$4,324
Total Compensation Mean	\$4,415
Percentage Above or Below Median	-6.14%
Percentage Above or Below Mean	-8.37%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Biologist	\$4,633	\$5,584					\$879	\$90	\$9			\$427	\$6,989
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Water Biologist II	\$5,130	\$6,372					\$857	\$48				\$92	\$7,369
City of Pasadena	No Comparable Class													
City of San Diego	Biologist II	\$4,493	\$5,463		\$164	\$76	\$506						\$79	\$6,289
County of Los Angeles	No Comparable Class													
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Biologist	\$3,379	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$6,372
Base Salary Mean		\$6,112
Percentage Above or Below Median		-14.11%
Percentage Above or Below Mean		-9.46%

Total Compensation Median	\$7,369
Total Compensation Mean	\$7,222
Percentage Above or Below Median	-5.44%
Percentage Above or Below Mean	-3.33%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Building Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Building Maintenance Worker	\$3,186	\$3,497					\$879	\$90	\$9			\$268	\$4,743
City of Anaheim	No Comparable Class													
City of Long Beach	General Maintenance Assistant	\$2,667	\$3,644			\$219		\$796					\$279	\$4,937
City of Los Angeles	Building Repairer I	\$3,259	\$4,047					\$857	\$48				\$59	\$5,011
City of Pasadena	No Comparable Class													
City of San Diego	Building Service Technician	\$2,786	\$3,317		\$100	\$179	\$466						\$48	\$4,110
County of Los Angeles	General Maintenance Worker	\$2,708	\$3,058		\$122		\$946		\$53				\$44	\$4,224
County of Orange	Trades Helper II	\$3,831	\$3,831					\$667	\$52				\$56	\$4,606
County of Riverside	Building Maintenance Worker	\$2,363	\$3,080			\$246	\$713						\$236	\$4,275
County of San Bernardino	General Maintenance Worker	\$2,662	\$3,396			\$238	\$190	\$137	\$9				\$49	\$4,019
County of San Diego	Building Maintenance Engineer	\$3,416	\$4,154			\$291	\$611						\$60	\$5,116
County of Ventura	Building Maintenance Worker II	\$2,347	\$3,150		\$47	\$126	\$537						\$241	\$4,101
Federal Government	Maintenance Worker	\$2,747	\$3,201		\$160			\$697					\$238	\$4,297

Base Salary Median		\$3,357
Base Salary Mean		\$3,488
Percentage Above or Below Median		4.02%
Percentage Above or Below Mean		0.26%

Total Compensation Median	\$4,286
Total Compensation Mean	\$4,469
Percentage Above or Below Median	9.63%
Percentage Above or Below Mean	5.76%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Carpenter

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Carpenter I	\$3,660	\$4,012					\$879	\$90	\$9			\$307	\$5,297
City of Anaheim	Skilled Crafts Worker II	\$3,411	\$4,354			\$305		\$954	\$56				\$63	\$5,732
City of Long Beach	Carpenter	\$3,200	\$4,342			\$261		\$796					\$332	\$5,731
City of Los Angeles	Carpenter		\$5,387					\$857	\$48				\$78	\$6,370
City of Pasadena	Carpenter	\$3,877	\$4,745			\$161		\$973	\$104				\$69	\$6,052
City of San Diego	Carpenter	\$3,633	\$4,348		\$130	\$235	\$466						\$63	\$5,242
County of Los Angeles	Carpenter	\$4,580	\$4,580		\$183		\$946		\$53				\$66	\$5,829
County of Orange	Carpenter	\$4,850	\$4,850					\$667	\$52				\$70	\$5,639
County of Riverside	Maintenance Carpenter	\$3,161	\$3,909			\$313	\$713						\$299	\$5,234
County of San Bernardino	No Comparable Class													
County of San Diego	Carpenter	\$3,758	\$4,142			\$290	\$611						\$60	\$5,103
County of Ventura	Maintenance Carpenter	\$3,767	\$3,955		\$59	\$158	\$537						\$303	\$5,012
Federal Government	Carpenter	\$3,690	\$4,309		\$215			\$697					\$321	\$5,542

Base Salary Median		\$4,348
Base Salary Mean		\$4,447
Percentage Above or Below Median		-8.37%
Percentage Above or Below Mean		-10.85%

Total Compensation Median	\$5,639
Total Compensation Mean	\$5,590
Percentage Above or Below Median	-6.46%
Percentage Above or Below Mean	-5.53%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Certified Nursing Assistant

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Certified Nursing Assistant	\$2,354	\$2,862					\$879	\$90	\$9			\$219	\$4,059
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Nursing Attendant II	\$1,900	\$2,433		\$97		\$946		\$53				\$35	\$3,565
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	Nurses Assistant -Certified	\$2,293	\$2,787			\$195	\$611						\$40	\$3,634
County of Ventura	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		\$2,610
Base Salary Mean		\$2,610
Percentage Above or Below Median		8.81%
Percentage Above or Below Mean		8.81%

Total Compensation Median	\$3,599
Total Compensation Mean	\$3,599
Percentage Above or Below Median	11.33%
Percentage Above or Below Mean	11.33%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Chemist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Chemist	\$4,560	\$5,605					\$879	\$90	\$9			\$429	\$7,012
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Chemist II	\$5,124	\$6,365					\$857	\$48				\$92	\$7,362
City of Pasadena	Chemist	\$5,606	\$7,007			\$308		\$967	\$80				\$102	\$8,464
City of San Diego	Assistant Chemist	\$4,498	\$5,463		\$164	\$76	\$506						\$79	\$6,289
County of Los Angeles	Industrial Hygiene Chemist	\$4,046	\$4,802		\$192		\$946		\$53				\$70	\$6,063
County of Orange	No Comparable Class													
County of Riverside	Clinical Laboratory Scientist II	\$4,465	\$5,820		\$108	\$466	\$706						\$445	\$7,545
County of San Bernardino	No Comparable Class													
County of San Diego	Associate Air Pollution Chemist- Journey	\$5,196	\$6,314			\$442	\$611						\$92	\$7,459
County of Ventura	No Comparable Class													
Federal Government	Chemist	\$5,001	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$6,314
Base Salary Mean		\$6,039
Percentage Above or Below Median		-12.65%
Percentage Above or Below Mean		-7.74%

Total Compensation Median	\$7,459
Total Compensation Mean	\$7,313
Percentage Above or Below Median	-6.37%
Percentage Above or Below Mean	-4.29%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Dietician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Dietician	\$3,320	\$4,132					\$978					\$316	\$5,426
City of Anaheim	No Comparable Class													
City of Long Beach	Public Health Nutritionist I	\$3,360	\$4,568			\$274		\$796					\$349	\$5,988
City of Los Angeles	Nutritionist	\$4,561	\$5,665					\$857	\$48				\$82	\$6,652
City of Pasadena	Nutritionist	\$4,540	\$5,676			\$250		\$967	\$80				\$82	\$7,055
City of San Diego	No Comparable Class													
County of Los Angeles	Dietician	\$3,021	\$3,844		\$154		\$946		\$53				\$56	\$5,052
County of Orange	No Comparable Class													
County of Riverside	Dietician II	\$4,036	\$5,261		\$108	\$421	\$706						\$402	\$6,899
County of San Bernardino	Dietician	\$3,654	\$4,661		\$280	\$326	\$230	\$171	\$9	\$5			\$68	\$5,750
County of San Diego	Dietician	\$3,152	\$3,830			\$268	\$611						\$56	\$4,765
County of Ventura	Registered Dietician II	\$3,295	\$4,852		\$73	\$194	\$537						\$371	\$6,027
Federal Government	Dietician	\$4,133	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$4,852
Base Salary Mean		\$4,984
Percentage Above or Below Median		-17.42%
Percentage Above or Below Mean		-20.62%

Total Compensation Median	\$6,027
Total Compensation Mean	\$6,244
Percentage Above or Below Median	-11.07%
Percentage Above or Below Mean	-15.07%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Clinical Social Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Clinical Social Worker	\$5,971	\$7,233					\$978					\$105	\$8,316
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Clinical Social Worker	\$4,465	\$5,399		\$216		\$946		\$53				\$78	\$6,692
County of Orange	Clinical Social Worker II	\$4,184	\$5,642					\$667	\$52				\$82	\$6,443
County of Riverside	Clinical Therapist	\$4,221	\$5,504		\$108	\$440	\$706						\$421	\$7,180
County of San Bernardino	No Comparable Class													
County of San Diego	Sr. Psychiatric Social Worker	\$4,064	\$4,940			\$346	\$611						\$72	\$5,968
County of Ventura	Psychiatric Social Worker III	\$3,837	\$5,375		\$81	\$215	\$537						\$411	\$6,619
Federal Government	Social Worker	\$5,594	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$5,452
Base Salary Mean		\$5,776
Percentage Above or Below Median		24.63%
Percentage Above or Below Mean		20.15%

Total Compensation Median	\$6,656
Total Compensation Mean	\$7,060
Percentage Above or Below Median	19.97%
Percentage Above or Below Mean	15.10%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Construction Supervisor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Construction Supervisor I	\$4,837	\$5,878					\$1,013					\$450	\$7,341
City of Anaheim	Public Works Operations Field Supervisor	\$5,164	\$7,100			\$497		\$954	\$56				\$103	\$8,710
City of Long Beach	Supervisor, Facility Maintenance	\$4,542	\$6,182			\$371		\$796					\$473	\$7,822
City of Los Angeles	No Comparable Class													
City of Pasadena	Public Works Supervisor	\$5,909	\$7,387			\$325		\$903	\$80				\$107	\$8,802
City of San Diego	No Comparable Class													
County of Los Angeles	No Comparable Class													
County of Orange	Crafts Supervisor	\$4,813	\$6,483					\$667	\$52				\$94	\$7,296
County of Riverside	Building Maintenance Supervisor	\$4,383	\$5,419			\$434	\$713						\$415	\$6,980
County of San Bernardino	Maintenance Supervisor	\$4,229	\$5,399			\$378	\$190	\$138	\$9				\$78	\$6,192
County of San Diego	Building Maintenance Supervisor	\$4,482	\$5,449			\$381	\$672						\$79	\$6,581
County of Ventura	No Comparable Class													
Federal Government	Maintenance Supervisor	\$4,867	\$5,680		\$284			\$697					\$423	\$7,084

Base Salary Median		\$5,931
Base Salary Mean		\$6,137
Percentage Above or Below Median		-0.90%
Percentage Above or Below Mean		-4.41%

Total Compensation Median	\$7,190
Total Compensation Mean	\$7,433
Percentage Above or Below Median	2.05%
Percentage Above or Below Mean	-1.26%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Delineator

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Delineator	\$3,738	\$4,544					\$879	\$90	\$9			\$348	\$5,870
City of Anaheim	Principal Engineering Aide	\$4,314	\$5,243			\$367		\$954	\$56				\$76	\$6,696
City of Long Beach	Senior Engineering Technician I	\$4,439	\$6,029			\$362		\$796					\$461	\$7,648
City of Los Angeles	Civil Engineer Drafting Technician	\$3,915	\$4,863					\$857	\$48				\$71	\$5,839
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	No Comparable Class													
County of Orange	Engineering Technician Specialist	\$4,101	\$5,528					\$667	\$52				\$80	\$6,327
County of Riverside	Senior Engineering Technician	\$3,899	\$5,366		\$108	\$429	\$706						\$410	\$7,020
County of San Bernardino	Engineering Technician IV	\$3,929	\$5,015			\$351	\$190	\$137	\$9				\$73	\$5,775
County of San Diego	No Comparable Class													
County of Ventura	Engineering Technician IV	\$3,663	\$5,135		\$77	\$205	\$537						\$393	\$6,347
Federal Government	Engineer Technician GIS-CADD	\$5,001	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$5,305
Base Salary Mean		\$5,460
Percentage Above or Below Median		-16.74%
Percentage Above or Below Mean		-20.16%

Total Compensation Median	\$6,522
Total Compensation Mean	\$6,707
Percentage Above or Below Median	-11.11%
Percentage Above or Below Mean	-14.27%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Engineering Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineering Technician	\$3,922	\$4,766					\$879	\$90	\$9			\$365	\$6,109
City of Anaheim	Senior Engineering Aide	\$3,980	\$4,838			\$339		\$954	\$56				\$70	\$6,257
City of Long Beach	Engineering Technician II	\$3,753	\$5,099			\$306		\$796					\$390	\$6,591
City of Los Angeles	Office Engineering Technician II	\$3,489	\$4,336					\$857	\$48				\$63	\$5,304
City of Pasadena	Senior Engineering Aide	\$4,247	\$5,401			\$184		\$973	\$104				\$78	\$6,740
City of San Diego	Junior Engineering Aide	\$3,235	\$3,894		\$117	\$55	\$506						\$56	\$4,628
County of Los Angeles	Civil Engineering Technician	\$4,086	\$5,076		\$203		\$946		\$53				\$74	\$6,352
County of Orange	Engineer Technician II	\$3,319	\$4,446					\$667	\$52				\$64	\$5,229
County of Riverside	Engineering Technician II	\$3,367	\$4,630			\$370	\$713						\$354	\$6,068
County of San Bernardino	Engineering Technician III	\$3,310	\$4,229			\$296	\$190	\$137	\$9				\$61	\$4,922
County of San Diego	Engineering Technician II	\$3,912	\$4,756			\$333	\$611						\$69	\$5,769
County of Ventura	Engineer Tecnician III	\$3,361	\$4,726		\$71	\$189	\$537						\$362	\$5,884
Federal Government	Engineering Technician	\$3,742	\$5,918		\$296			\$697					\$441	\$7,352

Base Salary Median		\$4,741
Base Salary Mean		\$4,779
Percentage Above or Below Median		0.52%
Percentage Above or Below Mean		-0.27%

Total Compensation Median	\$5,976
Total Compensation Mean	\$5,925
Percentage Above or Below Median	2.17%
Percentage Above or Below Mean	3.01%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Graphic Designer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Graphic Designer II	\$3,705	\$4,503					\$879	\$90	\$9			\$344	\$5,825
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Graphic Designer II	\$4,362	\$5,422					\$857	\$48				\$79	\$6,406
City of Pasadena	Graphic Artist	\$3,376	\$4,370			\$149		\$973	\$104				\$63	\$5,659
City of San Diego	No Comparable Class													
County of Los Angeles	Graphic Artist	\$3,242	\$4,127		\$165		\$946		\$53				\$60	\$5,351
County of Orange	Graphic Designer	\$2,825	\$3,789					\$667	\$52				\$55	\$4,563
County of Riverside	Graphic Arts Illustrator	\$2,800	\$3,647			\$292	\$713						\$279	\$4,931
County of San Bernardino	Graphic Designer I	\$3,004	\$3,836			\$269	\$190	\$137	\$9				\$56	\$4,496
County of San Diego	Graphic Designer	\$4,109	\$4,997			\$350	\$611						\$72	\$6,030
County of Ventura	No Comparable Class													
Federal Government	Visual Information Specialist	\$3,379	\$5,374		\$269			\$697					\$400	\$6,740

Base Salary Median		\$4,249
Base Salary Mean		\$4,445
Percentage Above or Below Median		5.65%
Percentage Above or Below Mean		1.28%

Total Compensation Median	\$5,505
Total Compensation Mean	\$5,522
Percentage Above or Below Median	5.50%
Percentage Above or Below Mean	5.21%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Highway/Road Maintenance Worker

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Caltrans Highway Maintenance Worker	\$2,873	\$3,120					\$879	\$90	\$9			\$239	\$4,337
City of Anaheim	No Comparable Class													
City of Long Beach	Maintenance Assistant II	\$2,191	\$2,963			\$178		\$796					\$227	\$4,163
City of Los Angeles	Maintenance Laborer	\$2,751	\$3,417					\$857	\$48				\$50	\$4,372
City of Pasadena	Public Works Maintenance Worker II	\$3,198	\$3,880			\$132		\$973	\$104				\$56	\$5,145
City of San Diego	Light Equipment Operator	\$2,901	\$3,458		\$104	\$187	\$466						\$50	\$4,265
County of Los Angeles	Public Works Maintenance Worker	\$2,567	\$3,265		\$131		\$946		\$53				\$47	\$4,442
County of Orange	Public Works Maintenance Worker	\$2,709	\$3,645					\$667	\$52				\$53	\$4,417
County of Riverside	Maintenance and Construction Worker	\$2,428	\$3,160			\$253	\$713						\$242	\$4,368
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Maintenance Worker Roads	\$2,671	\$3,316		\$166			\$697					\$247	\$4,426

Base Salary Median		\$3,367
Base Salary Mean		\$3,388
Percentage Above or Below Median		-7.90%
Percentage Above or Below Mean		-8.59%

Total Compensation Median	\$4,394
Total Compensation Mean	\$4,450
Percentage Above or Below Median	-1.33%
Percentage Above or Below Mean	-2.60%

Number of Comparable Matches	8
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Industrial Hygienist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Industrial Hygienist	\$4,960	\$6,577					\$879	\$90	\$9			\$503	\$8,058
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Industrial Hygienist	\$6,643	\$8,255					\$857	\$48				\$120	\$9,280
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Industrial Hygienist	\$4,679	\$5,973		\$239		\$946		\$53				\$87	\$7,298
County of Orange	No Comparable Class													
County of Riverside	Industrial Hygienist II	\$4,321	\$5,636		\$108	\$451	\$706						\$431	\$7,332
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Industrial Hygienist	\$5,994	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$6,883
Base Salary Mean		\$6,914
Percentage Above or Below Median		-4.65%
Percentage Above or Below Mean		-5.13%

Total Compensation Median	\$8,306
Total Compensation Mean	\$8,342
Percentage Above or Below Median	-3.08%
Percentage Above or Below Mean	-3.53%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Institutional Cook

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Correctional Supervising Cook	\$2,899	\$3,526					\$879	\$90	\$9			\$51	\$4,555
City of Anaheim	No Comparable Class													
City of Long Beach	Institutional Cook	\$2,539	\$3,465			\$208		\$796					\$265	\$4,734
City of Los Angeles	Cook I	\$2,563	\$3,186					\$857	\$48				\$46	\$4,137
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Cook	\$2,131	\$2,722		\$109		\$946		\$53				\$39	\$3,869
County of Orange	Institutional Cook	\$2,567	\$3,411					\$667	\$52				\$49	\$4,179
County of Riverside	Correctional Cook	\$2,840	\$3,905			\$312	\$713						\$299	\$5,229
County of San Bernardino	Probation Cook I	\$2,413	\$3,078			\$215	\$190	\$137	\$9				\$45	\$3,674
County of San Diego	Cook	\$2,248	\$2,731			\$191	\$611						\$40	\$3,573
County of Ventura	Cook	\$1,946	\$2,708		\$41	\$108	\$537						\$207	\$3,601
Federal Government	Cook	\$2,747	\$3,201		\$160			\$697					\$238	\$4,297

Base Salary Median		\$3,186
Base Salary Mean		\$3,156
Percentage Above or Below Median		9.64%
Percentage Above or Below Mean		10.48%

Total Compensation Median	\$4,137
Total Compensation Mean	\$4,144
Percentage Above or Below Median	9.17%
Percentage Above or Below Mean	9.03%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Insurance Investigator/Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Insurance Investigator	\$4,655	\$5,618					\$978					\$81	\$6,677
City of Anaheim	Claims Examiner	\$5,422	\$6,777			\$474		\$954	\$56				\$98	\$8,360
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	Claims Representative II	\$4,426	\$5,354		\$161	\$75	\$506						\$78	\$6,173
County of Los Angeles	Claims Investigator II	\$3,305	\$4,208		\$168		\$946		\$53				\$61	\$5,436
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	Claims Representative	\$4,517	\$5,491			\$384	\$611						\$80	\$6,566
County of Ventura	Risk Analyst	\$4,435	\$6,210		\$93	\$248	\$537						\$475	\$7,564
Federal Government	No Comparable Class													

Base Salary Median		\$5,491
Base Salary Mean		\$5,608
Percentage Above or Below Median		2.26%
Percentage Above or Below Mean		0.18%

Total Compensation Median	\$6,566
Total Compensation Mean	\$6,820
Percentage Above or Below Median	1.67%
Percentage Above or Below Mean	-2.13%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Legal Typist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Legal Typist	\$2,894	\$3,516					\$879	\$90	\$9			\$269	\$4,763
City of Anaheim	Legal Secretary	\$3,612	\$4,611			\$323		\$954	\$56				\$67	\$6,011
City of Long Beach	Data Not Available													
City of Los Angeles	Legal Secretary II	\$3,798	\$4,721					\$857	\$48				\$68	\$5,694
City of Pasadena	Legal Secretary	\$3,703	\$4,748			\$161		\$973	\$104				\$69	\$6,055
City of San Diego	Legal Secretary II	\$3,642	\$4,404		\$132	\$62	\$506						\$64	\$5,168
County of Los Angeles	Legal Office Support Assistant II	\$3,080	\$4,027		\$161		\$946		\$53				\$58	\$5,245
County of Orange	Legal Secretary, County Counsel	\$2,787	\$3,721					\$667	\$52				\$54	\$4,494
County of Riverside	Legal Support Assistant II	\$2,562	\$3,339			\$267	\$713						\$255	\$4,575
County of San Bernardino	Secretary I	\$2,597	\$3,311			\$232	\$190	\$137	\$9				\$48	\$3,927
County of San Diego	Confidential Legal Secretary	\$3,066	\$5,089			\$356	\$611						\$74	\$6,130
County of Ventura	Legal Management Assistant II	\$2,817	\$3,941		\$59	\$158	\$537						\$301	\$4,996
Federal Government	Legal Assistant Office Automation	\$2,728	\$4,393		\$220			\$697					\$327	\$5,637

Base Salary Median		\$4,393
Base Salary Mean		\$4,210
Percentage Above or Below Median		-24.94%
Percentage Above or Below Mean		-19.73%

Total Compensation Median	\$5,245
Total Compensation Mean	\$5,267
Percentage Above or Below Median	-10.13%
Percentage Above or Below Mean	-10.57%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Librarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Librarian	\$4,195	\$5,097					\$879	\$90	\$9			\$390	\$6,465
City of Anaheim	No Comparable Class													
City of Long Beach	General Librarian II	\$3,810	\$5,810			\$349		\$796					\$444	\$7,399
City of Los Angeles	Librarian II	\$4,559	\$5,664					\$857	\$48				\$82	\$6,651
City of Pasadena	Librarian II	\$4,581	\$5,726			\$252		\$967	\$80				\$83	\$7,108
City of San Diego	Librarian II	\$4,173	\$5,025		\$151	\$70	\$506						\$73	\$5,825
County of Los Angeles	Librarian II	\$3,891	\$4,965		\$199		\$946		\$53				\$72	\$6,235
County of Orange	Librarian	\$4,150	\$5,595					\$667	\$52				\$81	\$6,395
County of Riverside	No Comparable Class													
County of San Bernardino	Librarian I	\$3,155	\$4,030		\$242	\$282	\$230	\$171	\$9	\$5			\$58	\$5,027
County of San Diego	Librarian I	\$3,763	\$4,576			\$320	\$611						\$66	\$5,574
County of Ventura	Librarian	\$3,224	\$4,511		\$68	\$180	\$537						\$345	\$5,641
Federal Government	No Comparable Class													

Base Salary Median		\$5,025
Base Salary Mean		\$5,100
Percentage Above or Below Median		1.41%
Percentage Above or Below Mean		-0.06%

Total Compensation Median	\$6,235
Total Compensation Mean	\$6,206
Percentage Above or Below Median	3.56%
Percentage Above or Below Mean	4.00%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Licensed Psychiatric Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Licensed Psychiatric Technician	\$3,033	\$3,649					\$978					\$53	\$4,680
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Psychiatric Technician II	\$2,871	\$3,652		\$146		\$946		\$53				\$53	\$4,850
County of Orange	No Comparable Class													
County of Riverside	Licensed Psychiatric Technician	\$2,585	\$3,365			\$269	\$713						\$257	\$4,605
County of San Bernardino	Psychiatric Technician I	\$2,794	\$3,564			\$249	\$190	\$137	\$9				\$52	\$4,201
County of San Diego	Psychiatric Technician	\$3,381	\$3,381			\$237	\$611						\$49	\$4,278
County of Ventura	Psychiatric Technician	\$2,459	\$3,783		\$57	\$151	\$537						\$289	\$4,817
Federal Government	No Comparable Class													

Base Salary Median		\$3,564
Base Salary Mean		\$3,549
Percentage Above or Below Median		2.33%
Percentage Above or Below Mean		2.74%

Total Compensation Median	\$4,605
Total Compensation Mean	\$4,550
Percentage Above or Below Median	1.61%
Percentage Above or Below Mean	2.77%

Number of Comparable Matches	5
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Maintenance Mechanic

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Maintenance Mechanic	\$3,835	\$4,207					\$879	\$90	\$9			\$322	\$5,507
City of Anaheim	HAVC Mechanic	\$4,498	\$5,472			\$383		\$954	\$56				\$79	\$6,944
City of Long Beach	No Comparable Class													
City of Los Angeles	Mechanical Repairer II		\$5,117					\$857	\$48				\$74	\$6,096
City of Pasadena	No Comparable Class													
City of San Diego	Refrigeration Mechanic	\$3,938	\$4,727		\$142	\$255	\$466						\$69	\$5,659
County of Los Angeles	Stationary Engineer I	\$5,115	\$5,115		\$205		\$946		\$53				\$74	\$6,393
County of Orange	Air Conditioning Mechanic	\$5,607	\$5,607					\$667	\$52				\$81	\$6,407
County of Riverside	Building Maintenance Mechanic	\$2,951	\$3,647			\$292	\$713						\$279	\$4,931
County of San Bernardino	General Maintenance Mechanic	\$3,078	\$3,929			\$275	\$190	\$137	\$9				\$57	\$4,597
County of San Diego	Air Conditioning & Refrig Mechanic	\$4,321	\$4,765			\$334	\$611						\$69	\$5,779
County of Ventura	Air Conditioning and Refrig Mechanic	\$4,231	\$4,442		\$67	\$178	\$537						\$340	\$5,563
Federal Government	AC Equipment Mechanic	\$3,924	\$4,573		\$229			\$697					\$341	\$5,839

Base Salary Median		\$4,746
Base Salary Mean		\$4,739
Percentage Above or Below Median		-12.81%
Percentage Above or Below Mean		-12.66%

Total Compensation Median	\$5,809
Total Compensation Mean	\$5,821
Percentage Above or Below Median	-5.49%
Percentage Above or Below Mean	-5.70%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Pharmacy Technician

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Pharmacy Technician	\$2,638	\$3,209					\$879	\$90	\$9			\$245	\$4,432
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Pharmacy Technician	\$2,469	\$3,140		\$126		\$946		\$53				\$46	\$4,310
County of Orange	Pharmacy Technician	\$2,974	\$3,411					\$667	\$52				\$49	\$4,179
County of Riverside	Pharmacy Technician II	\$2,340	\$3,045			\$244	\$713						\$233	\$4,235
County of San Bernardino	No Comparable Class													
County of San Diego	Pharmacy Technician	\$2,929	\$3,562			\$249	\$611						\$52	\$4,474
County of Ventura	Pharmacy Technician II	\$2,048	\$2,858		\$43	\$114	\$537						\$219	\$3,771
Federal Government	Pharmacy Technician	\$3,041	\$3,953		\$198			\$697					\$294	\$5,142

Base Salary Median		\$3,276
Base Salary Mean		\$3,328
Percentage Above or Below Median		-2.07%
Percentage Above or Below Mean		-3.71%

Total Compensation Median	\$4,272
Total Compensation Mean	\$4,352
Percentage Above or Below Median	3.61%
Percentage Above or Below Mean	1.82%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Plumber

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Plumber I	\$3,828	\$4,201					\$879	\$90	\$9			\$321	\$5,500
City of Anaheim	Skilled Maintenance Worker II	\$3,411	\$4,354			\$305		\$954	\$56				\$63	\$5,732
City of Long Beach	Plumber	\$3,360	\$4,568			\$274		\$796					\$349	\$5,988
City of Los Angeles	Plumber		\$5,899					\$857	\$48				\$86	\$6,890
City of Pasadena	Plumber	\$4,211	\$5,116			\$174		\$973	\$104				\$74	\$6,441
City of San Diego	Plumber	\$3,938	\$4,727		\$142	\$255	\$466						\$69	\$5,659
County of Los Angeles	Plumber	\$5,707	\$5,707		\$228		\$946		\$53				\$83	\$7,017
County of Orange	Plumber	\$5,207	\$5,207					\$667	\$52				\$76	\$6,002
County of Riverside	Maintenance Plumber	\$3,477	\$4,298			\$344	\$713						\$329	\$5,684
County of San Bernardino	Plumber	\$3,396	\$4,335			\$303	\$190	\$137	\$9				\$63	\$5,037
County of San Diego	Plumber	\$4,321	\$4,764			\$333	\$611						\$69	\$5,778
County of Ventura	Maintenance Plumber	\$3,927	\$4,124		\$62	\$165	\$537						\$315	\$5,203
Federal Government	Plumber	\$3,690	\$4,309		\$215			\$697					\$321	\$5,542

Base Salary Median		\$4,648
Base Salary Mean		\$4,784
Percentage Above or Below Median		-10.63%
Percentage Above or Below Mean		-13.88%

Total Compensation Median	\$5,755
Total Compensation Mean	\$5,914
Percentage Above or Below Median	-4.62%
Percentage Above or Below Mean	-7.53%

Number of Comparable Matches	12
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Public Health Microbiologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Public Health Microbiologist	\$4,700	\$6,139					\$879	\$90	\$9			\$470	\$7,587
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Public Health Microbiologist II	\$4,521	\$5,770		\$231		\$946		\$53				\$84	\$7,083
County of Orange	Public Health Microbiologist II	\$4,337	\$5,840					\$667	\$52				\$85	\$6,644
County of Riverside	No Comparable Class													
County of San Bernardino	Public Health Microbiologist II	\$4,125	\$5,268		\$316	\$369	\$230	\$171	\$9	\$5			\$76	\$6,444
County of San Diego	Senior Public Health Microbiologist	\$5,551	\$6,120			\$428	\$611						\$89	\$7,248
County of Ventura	Microbiologist III	\$3,997	\$5,605		\$84	\$224	\$537						\$429	\$6,879
Federal Government	Microbiologist	\$4,133	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$5,805
Base Salary Mean		\$6,066
Percentage Above or Below Median		5.44%
Percentage Above or Below Mean		1.19%

Total Compensation Median	\$6,981
Total Compensation Mean	\$7,293
Percentage Above or Below Median	7.98%
Percentage Above or Below Mean	3.87%

Number of Comparable Matches	6
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Analyst II	\$4,619	\$5,616					\$879	\$90	\$9			\$430	\$7,024
City of Anaheim	Management Analyst II	\$5,422	\$6,777			\$474		\$954	\$56				\$98	\$8,360
City of Long Beach	Administrative Analyst I	\$4,006	\$5,445			\$327		\$796					\$417	\$6,984
City of Los Angeles	Management Analyst II	\$5,295	\$6,579					\$857	\$48				\$95	\$7,579
City of Pasadena	Management Analyst III	\$5,133	\$6,416			\$282		\$967	\$80				\$93	\$7,838
City of San Diego	Associate Management Analyst	\$4,520	\$5,463		\$164	\$76	\$506						\$79	\$6,289
County of Los Angeles	Research Analyst II	\$3,997	\$4,832		\$193		\$946		\$53				\$70	\$6,094
County of Orange	No Comparable Class													
County of Riverside	Research Analyst	\$3,492	\$4,546		\$108	\$364	\$706						\$348	\$6,072
County of San Bernardino	Statistical Analyst	\$4,335	\$5,531		\$332	\$387	\$230	\$171	\$9	\$5			\$80	\$6,745
County of San Diego	Statistician	\$4,317	\$5,248			\$367	\$611						\$76	\$6,302
County of Ventura	Management Analyst II	\$5,588	\$7,823		\$117	\$313	\$537						\$598	\$9,389
Federal Government	Statistician	\$4,133	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$5,531
Base Salary Mean		\$6,041
Percentage Above or Below Median		1.51%
Percentage Above or Below Mean		-7.57%

Total Compensation Median	\$6,984
Total Compensation Mean	\$7,374
Percentage Above or Below Median	0.56%
Percentage Above or Below Mean	-4.99%

Number of Comparable Matches	11
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Research Scientist (Master's Degree req'd)

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Research Scientist III	\$5,796	\$7,044					\$879	\$90	\$9			\$539	\$8,561
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Epidemiologist	\$4,928	\$6,291		\$252		\$946		\$53				\$91	\$7,633
County of Orange	Epidemiologist	\$4,215	\$5,684					\$667	\$52				\$82	\$6,485
County of Riverside	No Comparable Class													
County of San Bernardino	Public Health Epidemiologist	\$4,335	\$5,531		\$332	\$387	\$230	\$171	\$9	\$5			\$80	\$6,745
County of San Diego	Epidemiologist	\$5,555	\$6,751			\$473	\$611						\$98	\$7,932
County of Ventura	No Comparable Class													
Federal Government	No Comparable Class													

Base Salary Median		\$5,988
Base Salary Mean		\$6,064
Percentage Above or Below Median		15.00%
Percentage Above or Below Mean		13.91%

Total Compensation Median	\$7,189
Total Compensation Mean	\$7,199
Percentage Above or Below Median	16.02%
Percentage Above or Below Mean	15.91%

Number of Comparable Matches	4
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Safety Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Associate Safety Engineer	\$6,271	\$7,616					\$901	\$90	\$9			\$583	\$9,199
City of Anaheim	Safety Administrator	\$6,276	\$7,845			\$549		\$954	\$56				\$114	\$9,518
City of Long Beach	Safety Specialist II	\$4,216	\$5,724			\$343		\$796					\$438	\$7,301
City of Los Angeles	Safety Engineer	\$6,572	\$8,166					\$857	\$48				\$118	\$9,189
City of Pasadena	Safety Officer	\$6,213	\$7,766			\$342		\$967	\$80				\$113	\$9,267
City of San Diego	No Comparable Class													
County of Los Angeles	Safety Officer II	\$4,726	\$6,033		\$241		\$946		\$53				\$87	\$7,361
County of Orange	Safety and Training Officer	\$4,500	\$6,065					\$667	\$52				\$88	\$6,872
County of Riverside	No Comparable Class													
County of San Bernardino	Safety Officer	\$5,015	\$6,413			\$449	\$190	\$138	\$9				\$93	\$7,292
County of San Diego	Departmental Safety Coordinator	\$4,745	\$5,768			\$404	\$611						\$84	\$6,866
County of Ventura	No Comparable Class													
Federal Government	Safety and Occupational Health Specialist	\$4,133	\$6,501		\$325			\$697					\$484	\$8,007

Base Salary Median		\$6,413
Base Salary Mean		\$6,698
Percentage Above or Below Median		15.80%
Percentage Above or Below Mean		12.06%

Total Compensation Median	\$7,361
Total Compensation Mean	\$7,964
Percentage Above or Below Median	19.98%
Percentage Above or Below Mean	13.42%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Security Guard

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Security Guard	\$2,173	\$2,639					\$879	\$90	\$9			\$202	\$3,819
City of Anaheim	Security Guard	\$2,928	\$3,073			\$215		\$954	\$56				\$45	\$4,343
City of Long Beach	Special Services Officer I	\$2,312	\$3,135			\$188		\$796					\$240	\$4,359
City of Los Angeles	Security Aide	\$2,460	\$3,057					\$857	\$48				\$44	\$4,006
City of Pasadena	Security Ranger	\$3,552	\$4,437			\$151		\$973	\$104				\$64	\$5,729
City of San Diego	No Comparable Class													
County of Los Angeles	Security Guard	\$2,012	\$2,310		\$92		\$946		\$53				\$33	\$3,435
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	Security Technician I	\$2,137	\$2,727			\$191	\$190	\$137	\$9				\$40	\$3,293
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Security Guard	\$2,728	\$3,546		\$177			\$697					\$264	\$4,684

Base Salary Median		\$3,073
Base Salary Mean		\$3,184
Percentage Above or Below Median		-16.45%
Percentage Above or Below Mean		-20.64%

Total Compensation Median	\$4,343
Total Compensation Mean	\$4,264
Percentage Above or Below Median	-13.72%
Percentage Above or Below Mean	-11.66%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Senior Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Transportation Engineer/1st Supervisor	\$7,377	\$8,965					\$1,013					\$634	\$10,612
City of Anaheim	Senior Civil Engineer	\$6,590	\$8,238			\$577		\$954	\$56				\$119	\$9,944
City of Long Beach	Senior Traffic Engineer	\$6,506	\$8,862			\$532		\$796					\$632	\$10,822
City of Los Angeles	Sr Transportation Engineer	\$8,157	\$10,134					\$857	\$48				\$147	\$11,186
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Senior Civil Engineer	\$7,777	\$9,660		\$386		\$946		\$53				\$140	\$11,185
County of Orange	Senior Civil Engineer	\$7,233	\$8,287					\$667	\$52				\$120	\$9,126
County of Riverside	Senior Transportation Planning Engineer	\$6,317	\$8,244		\$108	\$660	\$706						\$623	\$10,341
County of San Bernardino	Public Works Engineer III	\$5,954	\$7,616			\$533	\$190	\$138	\$9				\$110	\$8,597
County of San Diego	Senior Civil Engineer	\$6,815	\$8,285			\$580	\$672						\$120	\$9,657
County of Ventura	Senior Engineer	\$4,731	\$6,757		\$101	\$270	\$537						\$517	\$8,183
Federal Government	Civil - Highway Engineer	\$4,848	\$6,256		\$313			\$697					\$466	\$7,732

Base Salary Median		\$8,265
Base Salary Mean		\$8,234
Percentage Above or Below Median		7.81%
Percentage Above or Below Mean		8.16%

Total Compensation Median	\$9,801
Total Compensation Mean	\$9,677
Percentage Above or Below Median	7.64%
Percentage Above or Below Mean	8.81%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Analyst

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Analyst	\$3,658	\$4,446					\$879	\$90	\$9			\$340	\$5,764
City of Anaheim	No Comparable Class													
City of Long Beach	Assistant Administrative Analyst I	\$3,118	\$4,234			\$254		\$796					\$324	\$5,608
City of Los Angeles	Management Assistant	\$3,762	\$4,674					\$857	\$48				\$68	\$5,647
City of Pasadena	Management Analyst I	\$3,994	\$4,992			\$220		\$967	\$80				\$72	\$6,331
City of San Diego	Assistant Management Analyst	\$3,719	\$4,520		\$136	\$63	\$506						\$66	\$5,290
County of Los Angeles	Management Trainee, CAO	\$3,257	\$3,929		\$157		\$946		\$53				\$57	\$5,142
County of Orange	No Comparable Class													
County of Riverside	Staff Analyst I	\$3,175	\$4,136		\$108	\$331	\$706						\$316	\$5,598
County of San Bernardino	Staff Analyst Trainee	\$3,155	\$4,030		\$242	\$282	\$230	\$171	\$9	\$5			\$58	\$5,027
County of San Diego	Administrative Trainee	\$3,054	\$3,712			\$260	\$611						\$54	\$4,637
County of Ventura	No Comparable Class													
Federal Government	Management Analyst	\$4,133	\$5,374		\$269			\$697					\$400	\$6,740

Base Salary Median		\$4,234
Base Salary Mean		\$4,400
Percentage Above or Below Median		4.77%
Percentage Above or Below Mean		1.03%

Total Compensation Median	\$5,598
Total Compensation Mean	\$5,558
Percentage Above or Below Median	2.89%
Percentage Above or Below Mean	3.58%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Staff Services Manager I

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Staff Services Manager I	\$5,079	\$6,127					\$1,013					\$469	\$7,609
City of Anaheim	Senior Management Analyst	\$6,276	\$7,845			\$549		\$954	\$56				\$114	\$9,518
City of Long Beach	Administrative Analyst III	\$4,663	\$6,343			\$381		\$796					\$485	\$8,005
City of Los Angeles	Senior Management Analyst I	\$6,254	\$7,769					\$857	\$48				\$113	\$8,787
City of Pasadena	Management Analyst V	\$6,506	\$8,133			\$358		\$903	\$80				\$118	\$9,592
City of San Diego	Supervising Management Analyst	\$5,583	\$6,764		\$203	\$95	\$506						\$98	\$7,666
County of Los Angeles	Administrative Services Manager II	\$5,359	\$6,840		\$274		\$946		\$53				\$99	\$8,212
County of Orange	No Comparable Class													
County of Riverside	Administrative Services Supervisor	\$4,246	\$5,535			\$443	\$713						\$423	\$7,114
County of San Bernardino	No Comparable Class													
County of San Diego	Administrative Analyst III	\$4,745	\$5,768			\$404	\$672						\$84	\$6,927
County of Ventura	Staff/Services Manager I	\$4,764	\$6,670		\$100	\$267	\$537						\$510	\$8,084
Federal Government	No Comparable Class													

Base Salary Median		\$6,764
Base Salary Mean		\$6,852
Percentage Above or Below Median		-10.40%
Percentage Above or Below Mean		-11.83%

Total Compensation Median	\$8,084
Total Compensation Mean	\$8,212
Percentage Above or Below Median	-6.25%
Percentage Above or Below Mean	-7.92%

Number of Comparable Matches	9
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Supervising Biologist

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Supervising Biologist	\$5,715	\$6,897					\$1,013					\$528	\$8,438
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Water Biologist III	\$5,895	\$7,324					\$857	\$48				\$106	\$8,335
City of Pasadena	No Comparable Class													
City of San Diego	Biologist III	\$5,185	\$6,277		\$188	\$88	\$506						\$91	\$7,150
County of Los Angeles	No Comparable Class													
County of Orange	No Comparable Class													
County of Riverside	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Supervising Biologist	\$5,994	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$7,324
Base Salary Mean		\$7,131
Percentage Above or Below Median		-6.19%
Percentage Above or Below Mean		-3.40%

Total Compensation Median	\$8,335
Total Compensation Mean	\$8,315
Percentage Above or Below Median	1.21%
Percentage Above or Below Mean	1.45%

Number of Comparable Matches	3
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Transportation/Civil Engineer

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Transportation Engineer	\$6,270	\$7,617					\$901	\$90	\$9			\$583	\$9,200
City of Anaheim	Data Not Available													
City of Long Beach	Traffic Engineer	\$5,882	\$8,006			\$480		\$796					\$612	\$9,895
City of Los Angeles	Transportation Engineer	\$6,934	\$8,615					\$857	\$48				\$125	\$9,645
City of Pasadena	Engineer	\$7,114	\$8,892			\$391		\$967	\$80				\$129	\$10,459
City of San Diego	No Comparable Class													
County of Los Angeles	Associate Civil Engineer	\$6,260	\$7,777		\$311		\$946		\$53				\$113	\$9,200
County of Orange	Civil Engineer	\$6,483	\$7,429					\$667	\$52				\$108	\$8,256
County of Riverside	Associate Civil Engineer	\$5,802	\$7,570		\$108	\$606	\$706						\$579	\$9,569
County of San Bernardino	Public Works Engineer II	\$5,139	\$6,566		\$394	\$460	\$230	\$171	\$9	\$5			\$95	\$7,930
County of San Diego	Civil Engineer (P.E.)	\$5,889	\$7,158			\$501	\$611						\$104	\$8,374
County of Ventura	Engineer IV	\$4,679	\$7,011		\$105	\$280	\$537						\$536	\$8,470
Federal Government	Civil - Highway Engineer	\$4,437	\$5,611		\$281			\$697					\$418	\$7,007

Base Salary Median		\$7,500
Base Salary Mean		\$7,464
Percentage Above or Below Median		1.54%
Percentage Above or Below Mean		2.02%

Total Compensation Median	\$8,835
Total Compensation Mean	\$8,880
Percentage Above or Below Median	3.97%
Percentage Above or Below Mean	3.47%

Number of Comparable Matches	10
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Veterinarian

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Veterinary Medical Officer III	\$5,188	\$6,575					\$879	\$90	\$9			\$503	\$8,056
City of Anaheim	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	Veterinarian II	\$6,579	\$8,175					\$857	\$48				\$119	\$9,199
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Veterinarian	\$6,448	\$8,688		\$348		\$946		\$53				\$126	\$10,160
County of Orange	Veterinarian	\$7,044	\$9,500					\$667	\$52				\$138	\$10,357
County of Riverside	Veterinary Surgeon	\$6,769	\$10,347			\$828	\$713						\$654	\$12,542
County of San Bernardino	Public Health Veterinarian	\$4,661	\$5,954		\$357	\$417	\$230	\$171	\$9	\$5			\$86	\$7,229
County of San Diego	Veterinarian	\$5,745	\$7,228			\$506	\$611						\$105	\$8,450
County of Ventura	No Comparable Class													
Federal Government	Veterinary Medical Officer	\$5,994	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$8,175
Base Salary Mean		\$8,241
Percentage Above or Below Median		-24.33%
Percentage Above or Below Mean		-25.33%

Total Compensation Median	\$9,460
Total Compensation Mean	\$9,628
Percentage Above or Below Median	-17.43%
Percentage Above or Below Mean	-19.51%

Number of Comparable Matches	7
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007

Vocational Rehabilitation Counselor

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Other Cash	Other Health	Social Security	Monthly Total Comp
Department of Personnel Administration	Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional	\$3,894	\$4,867					\$978					\$372	\$6,217
City of Anaheim	No Comparable Class													
City of Bakersfield	No Comparable Class													
City of Long Beach	No Comparable Class													
City of Los Angeles	No Comparable Class													
City of Pasadena	No Comparable Class													
City of San Diego	No Comparable Class													
County of Los Angeles	Rehab Counselor II	\$3,420	\$4,356		\$174		\$946		\$53				\$63	\$5,592
County of Orange	No Comparable Class													
County of San Bernardino	No Comparable Class													
County of San Diego	No Comparable Class													
County of Ventura	No Comparable Class													
Federal Government	Vocational Rehabilitation Counselor	\$4,133	\$7,793		\$390			\$697					\$581	\$9,460

Base Salary Median		\$6,075
Base Salary Mean		\$6,075
Percentage Above or Below Median		-24.81%
Percentage Above or Below Mean		-24.81%

Total Compensation Median	\$7,526
Total Compensation Mean	\$7,526
Percentage Above or Below Median	-21.05%
Percentage Above or Below Mean	-21.05%

Number of Comparable Matches	2
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2008 DPA General Total Compensation Study

Data Effective as of 9-1-2007